

Message Text

LIMITED OFFICIAL USE

PAGE 01 STATE 080872
ORIGIN EUR-12

INFO OCT-01 ISO-00 IO-13 SIG-03 PM-05 DODE-00 EB-08
TRSE-00 OMB-01 ABF-01 FS-01 AID-05 /050 R

DRAFTED BY EUR/RPE: P L LAASE: VS
APPROVED BY EUR/RPE: A C ALBRECHT
EUR/RPM: E REHFELD
IO/IBC/BA: F P MCCORMICK
EUR/RPE: R O HOMME
-----036313 301950Z /72

R 292119Z MAR 78
FM SECSTATE WASHDC
TO AMEMBASSY BONN
AMEMBASSY BRUSSELS
AMEMBASSY COPENHAGEN
AMEMBASSY DUBLIN
AMEMBASSY THE HAGUE
AMEMBASSY LONDON
AMEMBASSY LUXEMBOURG
AMEMBASSY PARIS
AMEMBASSY ROME
INFO AMEMBASSY BRUSSELS
USMISSION USNATO

LIMITED OFFICIAL USE STATE 080872

USOECD, USEEC

E.O. 11652: N/A

TAGS: AORG, NATO, OECD

SUBJECT: SALARY ADJUSTMENTS FOR STAFF OF COORDINATED
ORGANIZATIONS AND EUROPEAN COMMISSION EMPLOYEES

LIMITED OFFICIAL USE

LIMITED OFFICIAL USE

PAGE 02 STATE 080872

1. THERE IS GROWING DISSATISFACTION AMONG THE EMPLOYEES OF
THE COORDINATED ORGANIZATIONS (NATO, OECD, COUNCIL OF EUROPE,
EUROPEAN SPACE AGENCY AND WESTERN EUROPEAN UNION) OVER THE
DISPARATE TREATMENT WITH RESPECT TO ADJUSTMENT OF SALARIES
ACCORDED COORDINATED ORGANIZATIONS STAFF AND EUROPEAN COM-
MISSION STAFF. (SALARY ADJUSTMENT DISPUTES HAVE ALREADY
RESULTED IN SHORT-TERM STAFF ACTION -- WITHHOLDING SERVICES

--AT BOTH NATO AND OECD.) IN SHORT, EUROPEAN COMMISSION EMPLOYEES HAVE BEEN GRANTED 100 PERCENT OFFSET FOR COST OF LIVING (COL) INCREASES, WHILE EMPLOYEES OF THE COORDINATED ORGANIZATIONS HAVE NOT. THE EC MEMBER GOVERNMENTS HAVE SUPPORTED 100 PERCENT COL OFFSET IN THE EUROPEAN COMMISSION BUT HAVE NOT DONE SO IN THE COORDINATING COMMITTEE OF GOVERNMENT BUDGET EXPERTS (CCG), THE GROUP WHICH REGULATES SALARY ADJUSTMENTS IN THE COORDINATED ORGANIZATIONS. (THERE ARE 24 COUNTRIES -- ALL THE OECD MEMBERS -- REPRESENTED IN THE CCG.)

2. THE USG POSITION IN THE CCG IS NOT TO ACCEPT A SALARY ADJUSTMENT SYSTEM WHICH PROVIDES FOR AUTOMATIC 100 PERCENT

OFFSET FOR COL INCREASES. THE PRESENT CCG SYSTEM BASES ADJUSTMENT OF COORDINATED ORGANIZATIONS EMPLOYEES SALARIES ON CHANGES IN SALARIES OF GOVERNMENT EMPLOYEES IN SELECTED (AT PRESENT SEVEN EUROPEAN) CCG MEMBER COUNTRIES. THERE IS NO DIRECT LINK TO THE COL. (THIS SYSTEM REPLACED ONE WHICH, IN EFFECT, PROVIDED FOR 100 PERCENT OFFSET FOR COL INCREASES, WHICH SYSTEM THE U.S. AND OTHER CCG MEMBERS, INCLUDING MOST EC COUNTRIES, FOUND OBJECTIONABLE.) THE SECRETARIES GENERAL OF THE COORDINATED ORGANIZATIONS HAVE ALREADY REQUESTED AN INTERIM 100 PERCENT COL ADJUSTMENT EFFECTIVE JANUARY 1, 1978. WHILE WE CAN SUPPORT SOME FORM OF INTERIM SALARY ADJUSTMENT FOR COORDINATED ORGANIZATIONS LIMITED OFFICIAL USE

LIMITED OFFICIAL USE

PAGE 03 STATE 080872

EMPLOYEES, WE CANNOT AGREE TO 100 PERCENT COL OFFSET AS PROPOSED BY SECRETARIES GENERAL.

3. WE UNDERSTAND THAT THERE WILL SHORTLY BE A REQUEST FOR ANOTHER SALARY ADJUSTMENT FOR EUROPEAN COMMISSION EMPLOYEES. SINCE THE U.S. IS NOT A MEMBER OF THE EC, NEITHER SALARY LEVELS NOR SALARY ADJUSTMENT SYSTEM FOR EUROPEAN COMMISSION EMPLOYEES IS PROPERLY THE BUSINESS OF THE USG. WE SHOULD THEREFORE AVOID PUTTING USG IN POSITION OF APPEARING TO TELL EC MEMBER GOVERNMENTS HOW MUCH TO PAY THEIR OWN EMPLOYEES.

4. NEVERTHELESS, THE FACT THAT EC MEMBER GOVERNMENTS HAVE IN THE PAST FOLLOWED ONE POLICY WITH RESPECT TO EUROPEAN COMMISSION EMPLOYEES AND ANOTHER WITH RESPECT TO COORDINATED ORGANIZATIONS EMPLOYEES CREATES SERIOUS MANAGEMENT PROBLEMS IN RELATIONS BETWEEN THE STAFF AND MEMBER GOVERNMENTS, AS WELL AS BETWEEN THE SECRETARIES GENERAL AND MEMBER GOVERNMENTS, OF THE COORDINATED ORGANIZATIONS. WE UNDERSTAND THAT SUCH INCONSISTENT ACTION BY EC MEMBER GOVERNMENTS ON SALARY ADJUSTMENT FOR EUROPEAN COMMISSION AND COORDINATED ORGANIZATIONS STAFF MAY RESULT IN PART FROM

EACH BEING HANDLED BY A DIFFERENT MINISTRY OR DIFFERENT OFFICES WITHIN MINISTRY.

5. ACTION ADDRESSEES SHOULD INFORMALLY APPROACH APPROPRIATE HOST GOVERNMENT OFFICIALS AT BOTH FOREIGN AFFAIRS AND APPROPRIATE TECHNICAL MINISTRIES WELL BEFORE APRIL 19-20 CCG MEETING AND, DRAWING ON THE ABOVE:

-- SEEK SUPPORT FOR USG POSITION OF OPPOSITION TO SECRETARIES GENERAL PROPOSAL FOR INTERIM 100 PERCENT COL OFFSET FOR COORDINATED ORGANIZATIONS, INCLUDING APPROPRIATE INSTRUCTIONS TO THEIR CCG REPRESENTATIVES;

-- NOTE MANAGEMENT PROBLEMS WHICH RESULT FROM TENDENCY OF LIMITED OFFICIAL USE

LIMITED OFFICIAL USE

PAGE 04 STATE 080872

COORDINATED ORGANIZATIONS EMPLOYEES TO SEEK PARITY WITH EC

STAFF, THE DIFFERENCES IN THE ORGANIZATIONS NOTWITHSTANDING;

-- EXPRESS THE HOPE THAT HOST GOVERNMENTS WILL KEEP THIS LINKAGE IN MIND; AND

-- SEEK CLARIFICATION OF HOW HOST GOVERNMENT HANDLES SALARY ADJUSTMENT PROCEDURES. IF APPROPRIATE, SUGGEST CLOSER COORDINATION AMONG RESPONSIBLE OFFICES/MINISTRIES IN INTERESTS OF MORE EFFECTIVE MEMBER STATE MANAGEMENT OF COORDINATED ORGANIZATIONS SALARY ISSUES.

6. ACTION ADDRESSEES SHOULD REPORT RESULTS OF THEIR INFORMAL DEMARCHE TO THE DEPARTMENT TELEGRAPHICALLY, WITH INFORMATION COPIES TO USOECD AND USNATO.
COOPER

LIMITED OFFICIAL USE

NNN

Message Attributes

Automatic Decaptioning: X
Capture Date: 01 jan 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: n/a
Control Number: n/a
Copy: SINGLE
Draft Date: 29 mar 1978
Decaption Date: 01 jan 1960
Decaption Note:
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 20 Mar 2014
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1978STATE080872
Document Source: CORE
Document Unique ID: 00
Drafter: P L LAASE: VS
Enclosure: n/a
Executive Order: N/A
Errors: N/A
Expiration:
Film Number: D780138-0927
Format: TEL
From: STATE
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1978/newtext/t19780312/aaaaajrd.tel
Line Count: 153
Litigation Code IDs:
Litigation Codes:
Litigation History:
Locator: TEXT ON-LINE, ON MICROFILM
Message ID: afbad1ba-c288-dd11-92da-001cc4696bcc
Office: ORIGIN EUR
Original Classification: LIMITED OFFICIAL USE
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 3
Previous Channel Indicators: n/a
Previous Classification: LIMITED OFFICIAL USE
Previous Handling Restrictions: n/a
Reference: n/a
Retention: 0
Review Action: RELEASED, APPROVED
Review Content Flags:
Review Date: 05 may 2005
Review Event:
Review Exemptions: n/a
Review Media Identifier:
Review Release Date: N/A
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
SAS ID: 3155296
Secure: OPEN
Status: NATIVE
Subject: SALARY ADJUSTMENTS FOR STAFF OF COORDINATED ORGANIZATIONS AND EUROPEAN COMMISSION EMPLOYEES LIMITED
OFFICIAL USE
TAGS: AORG, NATO, OECD
To: BONN BRUSSELS MULTIPLE
Type: TE
vdkgvgwkey: odbc://SAS/SAS.dbo.SAS_Docs/afbad1ba-c288-dd11-92da-001cc4696bcc
Review Markings:
Sheryl P. Walter
Declassified/Released
US Department of State
EO Systematic Review
20 Mar 2014
Markings: Sheryl P. Walter Declassified/Released US Department of State EO Systematic Review 20 Mar 2014